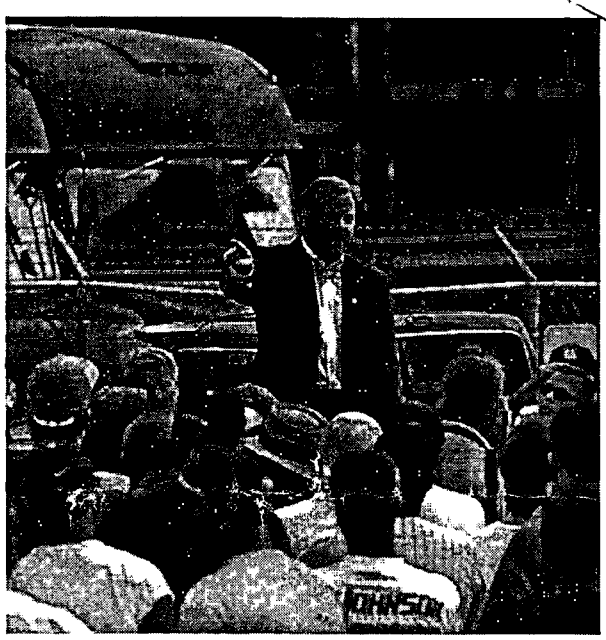
# Ken Hall

## He Led the Teamsters to Victory at UPS

## Now, We Need Him to Lead Our Union



Last year, Ken Hall was co-chair of the Teamsters historic contract campaign at UPS.

He helped unite Teamsters in a victory that inspired working people all over the world.

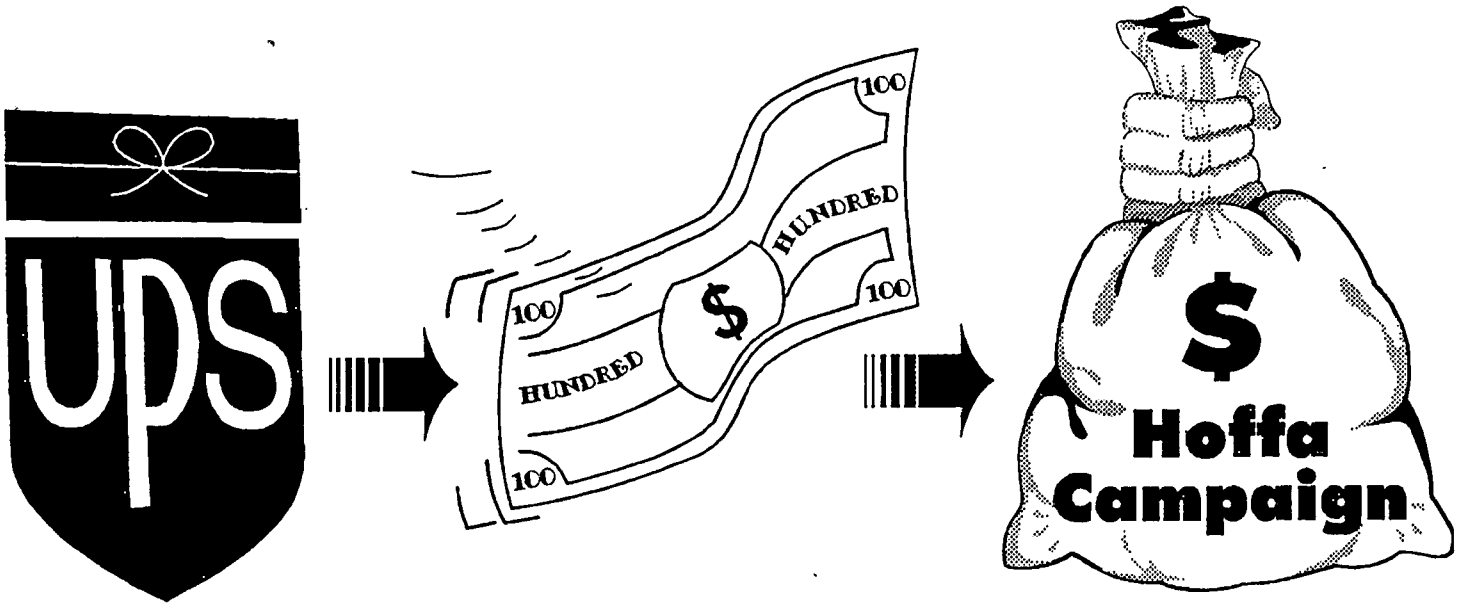
Now, Ken Hall wants to use the same energy and strategies to win better job security, pay, pensions, and health benefits for all Teamster families.

As a candidate for Teamsters General President, Ken Hall offers Teamster members a fresh start. Ken has:

- Worked for 22 years as a rank-and-file Teamster, steward and local union officer.
- Been elected three times as president of his local union, representing workers in most of the jobs that Teamsters do, including freight, warehouse, construction, industrial trades, petroleum, retail, dairy, bakery, laundry, brewery and soft drink.
- Led the 200,000-member International Parcel Division since 1995. Serves as chief negotiator for the supplemental freight agreement in his part of the country.
- Stood up to politicians of both major parties on issues like overtime pay, pension security, and the NAFTA trade deal.
- Unites a wide range of Teamster members -- including former supporters of both Ron Carey and Junior Hoffa.

***Find out how you can build a strong, honest union. Contact:***

**Ken Hall '98 Campaign**
**P.O. Box 1002**
**Silver Spring, MD 20910-1002**




# Feds Catch Hoffa Taking Money from UPS!

For the *second time*, federal officials have caught UPS slipping campaign contributions to James Hoffa, Jr.!

This time, Hoffa *accepted cash* from UPS's lobbyist in Washington, according to the court-appointed election officer. Last time, the election officer found that UPS paid for distribution of materials to help Hoffa's campaign -- "an impermissible employer campaign contribution."

UPS wants a weak union with officials who will make backroom deals with the company. That's why the company wants Hoffa to be president of the Teamsters.

**Ken Hall** led Teamsters to the biggest victory for working families in our lifetime in last summer's historic campaign against UPS.

## Elect the Ken Hall Slate

**Help Build REAL Teamster Power**

Ken Hall Slate • P.O. Box 1002 • Silver Spring, MD 20910-1002

# Cyber Center

**Teamsters for a Democratic Union**

Site Last Updated
04/09/98

*"The Teamsters Union is at a crossroads. One road leads backwards to more division and weakness. But we're going to choose the road that leads forward to unity and strength. That's why I will be a candidate for General President of the Teamsters Union.*

**–Ken Hall**
**Candidate for Teamsters General President**

Webmaster is a member of the

# Campaign Is On!

# KEN HALL TO HEAD REFORM TEAM IN FIGHT AGAINST HOFFA

The campaign that will decide the future of our union is on.

Ken Hall, Director of the International Union's Parcel and Small Package Division, launched his bid for Teamsters General President on April 5 at a rally of 500 rank-and-file Teamsters in Charleston, West Virginia.

Teamster reformers have united behind Hall, and TDU has endorsed him.

"This is going to be a grassroots campaign," said Hall. "I'm going to be at the plant gates and in the freight barns talking and listening to Teamsters and asking for their support."

Background Info on Ken Hall

Charleston Daily Mail, Sept. 1, 1997

Statement of Ken Hall, Campaign Kickoff Rally, April 5, 1998

# Master Freight Passes by

# 70%

Freight members have approved the National Master Freight Agreement with 50,769 yes votes, 21,735 voting against. Several supplements were defeated, including Central Pennsylvania, Carolina Shop, Carolina Cartage, Carolina Over-The-Road, Western Over-The-Road and Maryland/D.C. Those supplements will go back to the local negotiating committees for more work.

The agreement had been unaimously endorsed by the Teamsters National Negotiating Committee for the freight industry. Committee members include: Chuck Pisciteilo (Eastern Region), Frank Busalacchi (Milwaukee Local 200), Donald Scott (Atlanta Local 728), James Minisci (Western Region), Phil Young (Kansas City Local 41), Ed Mireles (L.A. Local 952), Patrick Flynn (Chicago Local 710), Les Singer (Toledo Local 20), Sam Carter (Dallas Local 745), Harold Yates (Minneapolis Local 120), Walt Lytle (Fort Wayne, Ind. Local 414), George Cashman (Boston Local 25), Theodore Uniatowski (Chester, Pa. Local 312), Nicholas Picarello (New York Local 707), W.C. Smith (Jackson, Ms. Local 891), Don Newton (Memphis Local 667), Randy Cammack (L.A. Local 63) and Mike Booth (Denver Local 17).

# Help Distribute TDU's Spanish-Language Paper

Last fall, TDU added a new weapon to our reform arsenal: *¡Adelante!*, a Spanish/English newspaper.

Our union has tens of thousands of Spanish-speaking members. Many are in low-wage jobs and some are kept in the dark by their local union leadership. They're among the "forgotten Teamsters," and like many "forgotten Teamsters," when they learn about Teamster reform they like what they hear.

TDU activists who have distributed *¡Adelante!* in their area have gotten a great response. In Los Angeles, more than 50 sanitation workers turned out to a TDU: meeting after learning about the reform movement through *¡Adelante!*. In New Jersey, Spanish-speaking grocery Teamsters have joined TDU and formed a rank and file committee to fight for a good contract.

As we gear up for the coming election, we've got to increase our outreach.

Spanish-speaking Teamsters voted overwhelmingly for the reform slate in the last International election. Their votes were a key to our victory, putting us over the top in the West, where we won by just

hundreds of votes.

A new issue of *¡Adelante!* is available now, featuring articles on:

- the fight for reform in the Teamsters;
- members' rights and how to enforce them;
- rank and file organizing in the grocery, sanitation, meat processing and cannery industries.

To order your bundle of *¡Adelante!*, call the East Coast TDU office at (718) 624-7746 or email them at tdueast@igc.org.

# New Convoy Dispatch Available Now!

*Convoy Dispatch* #167 is available now. Several articles are on the Ken Hall campaign and how you can get involved. Other coverage includes contract enforcement at UPS, an interview with the new carhaul director, the contract fight at Anheuser-Busch, Hoekstra vs. the Teamsters and more. If you're not a TDU member and would like to get a sample copy, click here.

**This web site under major construction.**

*always*

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# Area Teamster seeking top post

## Hall wants to put an end to union infighting

April 3, 1998

By STEVE MYERS

DAILY MAIL STAFF

Ken Hall, president of Teamsters Local 175, will run for national president with a grass-roots campaign to stop union infighting.

"It's gonna be about putting a union back together, healing the wounds and stopping the infighting," said Hall, a 41-year-old Yawkey resident. "It's destroying this union.

"We're not gonna have consultants running the campaign, so we don't have the problems they've had in the past."

Hall rose to national prominence while negotiating talks during last summer's nationwide UPS strike.

James P. Hoffa is the only other candidate for president of the 1.4 million member union, which hasn't been able to shake its corruption-plagued history after the 1996 election of incumbent Ron Carey was nullified.

Carey was barred from running for presidency again and has taken a leave of absence from the union.

Hall plans to officially announce his candidacy at a rally at the Teamsters local in Kanawha City at 1:30 p.m. Sunday. By then, he said he expects to have his election slate and platform finalized.

As of Thursday night, Hall was still putting together a list of running mates. He expected many of Carey's supporters to back him, including George Cashman, who had been named as a potential candidate.

A highly placed source within Teamsters for a Democratic Union, which leads reform efforts in the union, said the group would probably back Hall. The 8,000 activists in the group are credited with propelling Carey to the presidency in 1991 and re-electing him in 1996.

Jim Bowen, president of the West Virginia AFL-CIO, said he thought Hall would do an excellent job as Teamsters president.

"I believe Ken is dedicated and concerned about the people and the problems that exist," he said.

Hall, a Teamster for 22 years, became active in local union leadership in 1980 when he became a union steward, helping members work out grievances and serving as a workplace point man for union officials.

He worked on his negotiating skills when he was appointed business manager of the local in 1987 and ran for vice president of the local two years later.

During that time, Hall gained a reputation as a soft-spoken and reasonable negotiator.

"The old style is to beat your fist and scream," he said in a 1997 interview. "I've never subscribed to that. If you get that angry, you lose control. Then you make mistakes."

When the president of Charleston's local retired, Hall took the top spot. About that time, Carey started asking Hall to head national projects, including one to eliminate bureaucracy in the union. He also appointed Hall as head of the union's parcel and small package division.

As head of that division, Hall was thrust into the national spotlight last summer when negotiations between UPS and the Teamsters broke down, sparking a three-week strike.

During the negotiations, Hall sat next to Carey at the negotiating table and briefed the White House on talks with a federal mediator.

Though Hall and Hoffa are already running, the election schedule has not been finalized. A U.S. district judge rejected a previous election schedule so an investigation of Hoffa's campaign finances could be concluded.

But Hall will have much less time than previous candidates to conduct the nationwide campaign. Previous candidates have campaigned for years, he said, but he will only have a few months.

"It's going to be an interesting summer," he said.

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# Across the nation

FROM TRIBUNE NEWS SERVICES

## WEST VIRGINIA

AP photo

Ken Hall, 41, rallies supporters in Charleston, where he announced Sunday that he will battle James P. Hoffa for Teamsters president.

# Teamster who negotiated UPS deal to run for union president

CHARLESTON—A onetime oil field roustabout who has risen to prominence in the Teamsters declared himself a candidate Sunday for general president of the scandal-plagued union.

Ken Hall, 41, who led the union's negotiations with United Parcel Service last year, said he will use the same tactics to campaign against James P. Hoffa for the top job at the 1.4 million-member union.

"The Teamsters Union is at a crossroads," Hall said Sunday in a speech at his local union hall before 350 cheering union members.

"Our win at UPS didn't just happen," Hall said. "We won because we . . . built support from the community. We had strong leaders at the bargaining table who came up through the ranks, and we united our union."

Incumbent President Ron Carey's 1996 election was set aside and he was barred from taking part in the rerun over an illegal fundraising scheme that used union money for his campaign. He is on leave from the union and facing expulsion.

Consultants who worked on Carey's 1996 campaign have pleaded guilty to federal charges in the scheme, and Hall pledged Sunday that his campaign would be run by his rank-and-file supporters.

"This is going to be a grass-roots campaign, run at the plant gates and in the barn," Hall said. "This is not going to be a campaign run by outside consultants. It's going to be run by Teamsters."

a pension inspired me to get involved with the union.
Ken Hall

Tribune photos by José More

Teamsters presidential candidate Ken Hall (front) meets with union officials Wednesday.

# Pull of the past leads Teamster into campaign

4/16/98

**Ken Hall**

Teamsters for a Democratic Union, a Detroit-based dissident group in the International Brotherhood of Teamsters, has endorsed Ken Hall for union president. Hall played a key role during the contract negotiations with United Parcel Service last year.

**Career highlights**

■ **1976**
Begins working for Pennzoil and becomes a Teamster.

■ **1990**
Elected president of Teamsters Local 175 in Charleston, W. Va.

■ **1992**
Becomes an international union representative.

■ **1995**
Becomes director of Teamsters parcel division.

Source: Teamsters for a Democratic Union

**By Stephen Franklin**
TRIBUNE STAFF WRITER

Just as James P. Hoffa is drawn toward the presidency of the Teamsters union by the legacy of his father, Ken Hall feels a paternal tug.

But Hall's father, Hershel, was not a flamboyant, infamous union boss like Hoffa's father, Jimmy.

A member of the International Brotherhood of Teamsters, Hershel Hall was an oil-field roustabout in West Virginia who died of lung cancer before turning 50. Upon his father's death, Hall put aside his college plans and took his father's old job.

"My father worked his whole life, and the fact he didn't get a pension inspired me to get involved with the union," said Hall, who last week declared his candidacy to head the 1.4 million-member union and who was in Chicago for talks Wednesday with United Parcel Service of America Inc. on union-related issues.

The indelible stamp of their Teamster fathers, however, is about all that Hall shares with Hoffa, a well-to-do Detroit lawyer and his likely opponent in the much-troubled battle for the leadership of the nation's largest union.

Whether Hoffa remains in the race is likely to be decided next week by Michael Cherkasky, a court-appointed monitor. He is investigating the Teamsters' nullified 1996 election, which saw Hoffa lose by a slim margin to incumbent Ron Carey.

When another government-appointed monitor last November barred Carey from taking part in a rerun election because of financial wrongdoing in his campaign, he also ordered a probe of Hoffa's own campaign effort.

Although Carey still is fighting the ruling, many within the union see his days as a union leader over. That led them to a search for someone else to head Carey's wing of the badly divided union. Hall, a slightly paunchy, sandy-haired West Virginia union leader, may now be their man.

After months of guessing about Carey's successor,

SEE TEAMSTERS, PAGE 2

# Ameritech chairm

**By Jon Van**
TRIBUNE STAFF WRITER

Union leaders from the U.S. and Europe heckled Ameritech Corp.'s chief executive at the company's shareholders meeting Wednesday for entertaining customers at Bulls basketball games, golf outings and tennis tournaments while laying off thousands of workers.

Typically, annual meetings are staged affairs, but union leaders had planned demonstrations at Ameritech's meeting as a prelude to labor negotiations this summer on new three-year contracts covering more than 40,000 employees.

And the protests by more than 300 union members become more pointed because on Tuesday Ameritech simultaneously announced record operating earnings missal of 5,000 w percent of the Cl company's work fo

To dramatize th American unionis leaders of unions Hungary and Bel Ameritech has m ests in phone comp

The unions' th Ameritech's adver "In a world of tech make the differen low because the regularly cut jobs its.

Undaunted, Ric baert, Ameritech stressed the slc firm's reliance on

SEE AM

Tribu

Kim Hoppe, a union member, leads protest outsic tute, where Ameritech Corp. held its annual meetir

# Political considerat put publisher on the

**By Tim Jones**
TRIBUNE MEDIA WRITER

For much of this century, newspaper publishers have been print-on-paper potentates, exercising their influence as privileged, unelected powerbrokers. Why go through the drudgery of fundraising, public gladhanding, inane debates and irritating questions from reporters, they reason, when they can easily afford to buy fat rolls of newsprint and ink by the barrel?

Publishers help set the daily agenda with commentary, opinion and endorsements, and often can overpower the elective political process. But in Miami, an unusual development is beginning to take shape: David Lawrence Jr., 5 publisher of the and a lifelong jo is seriously co for Florida's De natorial nomina

Lawrence has lic office. And f since William F gave up his pr tions, the brethr are considering of one of their figures moving dark side.

Lawrence, being urged by crats to run, made up his m sure, though.

SEE

# From skies to seas: American's 'tough competitor' to re

# ...isters

...FROM PAGE 1

..., 41, was the first to step forward to claim that position, and many see him as the front-runner, since he took over the union's influential parcel division while Carey was president.

Hall was the union's point man in bargaining last summer in its widely hailed strike against UPS, one of labor's few big victories in recent years.

Tom Leedham, a Teamsters official from Portland, Ore., who also is considered likely to seek Carey's spot, recently said he will offer his plans after the ruling on Hoffa's campaign.

But Teamsters for a Democratic Union, a small dissident group based in Detroit that has been a driving force for reform within the Teamsters, already has given its support to Hall. "Hall is the person who can unify the group and pull people together," said Ken Paff, the head of the group.

**'Hall is the person who can unify the group and pull people together.'**

Ken Paff, head of Teamsters for a Democratic Union

The Hoffa campaign has wasted no time in attacking Hall, criticizing his support for Carey in the last campaign, and it challenged Teamsters for a Democratic Union for throwing its support behind Hall.

"No honest Teamster should want to reward this unholy alliance's effort to keep itself in power after being so completely discredited," said a statement issued by Hoffa's Washington-based campaign office.

The contest for a new Teamsters president should concern more than the union's own members, said Michael Belzer, a labor expert at the University of Michigan in Ann Arbor.

Not only are the Teamsters one of the nation's most politically active unions, but its contracts, which are spread across many industries, affect workers far beyond the union's boundaries, said Belzer.

Whether Hall will be able to mount a serious challenge to Hoffa, who has been campaigning for the union president's job for more than 2½ years, is an open question, however.

Until last summer's UPS showdown, Hall was little known outside of Charleston, W.Va., where he has been president of 3,500-member Local 175, which his father helped organize.

He is soft-spoken and low-key, unlike Carey, a New Yorker who delighted in table-thumping speeches that boiled his foes.

Luckily for Hall, Hoffa is a somewhat stiff campaigner, too, coming across more the lawyer than union firebrand.

Hall also does not qualify as a fervent, card-carrying union reformer. When Carey won the union's first-ever rank-and-file election in 1991, Hall voted for his major opponent. That, Hall said, was because he knew little about Carey. He also has never belonged to Teamsters for a Democratic Union.

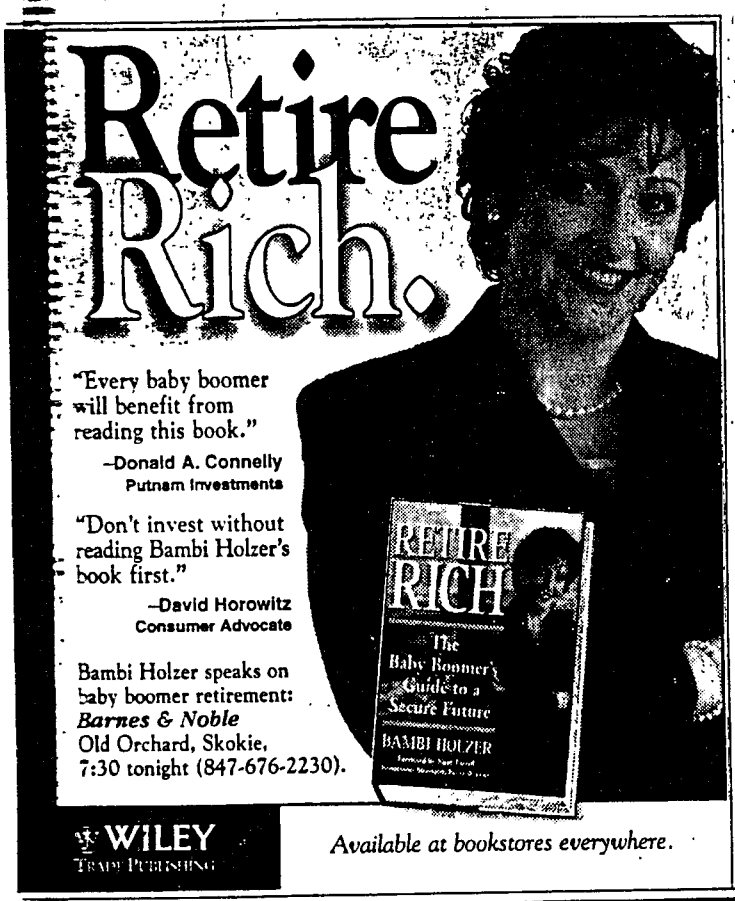
His goal for the union, he explained, is to bring its feuding factions together. "Our members are tired of all that name-calling," he said.

Unlike Carey, who fumed about the depth of corruption within the Teamsters, Hall said he thinks the union's "bad guys" have been removed by the union and federal government. That is why he also travels alone, he said; Carey always traveled with a bodyguard.

His major appeal for Teamsters, Hall said, is that he worked his way up the ranks, putting in 11 years as a roustabout before climbing the political rungs of his local. The head of the Teamsters, he said, should be someone who knows what it's like to do the work done by most members and what it means to bargain for them. "If he (Hoffa) wanted the job his father had, he should have started as a working Teamster and moved up the ranks. You have to have some experience," he said.

Convinced that everything he owns, and everything he has become, has come from the union, Hall said he sat down with his wife and young daughter recently and explained why he felt he had to throw himself into a time-consuming campaign on top of his two union jobs.

He likened his effort, he recalled, to a mission.



## Fruit of Loom plant closing; 812-job toll

By Tribune Staff

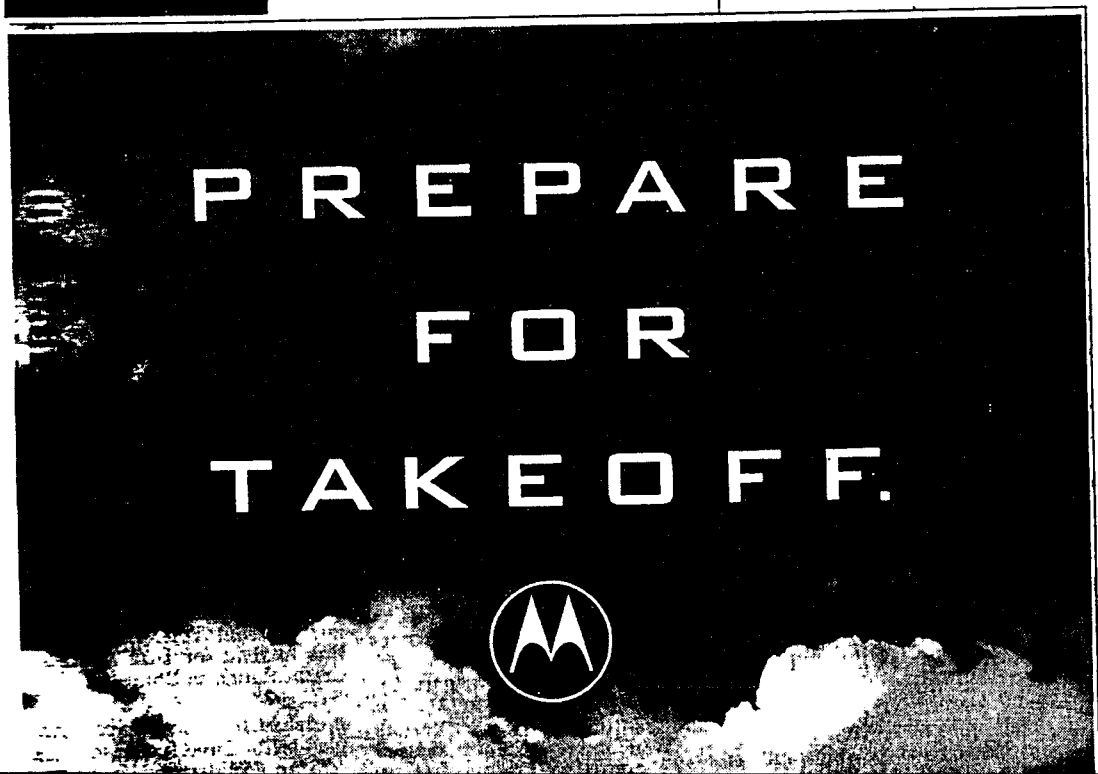
Fruit of the Loom Inc. will close a textile and apparel plant in Campbellsville, Ky., laying off 812 workers.

The announcement Wednesday was the latest in a series of job cuts by the maker of underwear, T-shirts and active wear under Fruit of the Loom, BVD, Gitano and Munsingwear labels.

Last year, the Chicago-based company laid off more than 7,000 workers and closed 11 plants as part of its efforts to cut costs by shifting production to cheaper overseas plants.

About 100 employees at the Campbellsville plant, which has operated since 1952, will be offered immediate transfers to the company's plant in Jamestown, Ky., said spokesman Pamela Blankenship.

Meanwhile, UCO Textiles NV of Belgium said it agreed to buy a denim manufacturing plant in Rockingham, N.C., from Fruit of the Loom for $36 million.

# Teamsters Group Backs Reform Candidate for Union's President

By STEVEN GREENHOUSE

Teamsters for a Democratic Union, a group of teamsters that long supported Ron Carey, the union's president, announced yesterday that it was backing Ken Hall, head of the union's small-package division, in the upcoming election for the union's presidency.

With this move, the forces that backed Mr. Carey have largely coalesced around Mr. Hall, a 41-year-old West Virginian, who asserts that he will be the reform candidate against James P. Hoffa, son of the former president of the International Brotherhood of Teamsters.

Many Carey supporters are turning to Mr. Hall after Mr. Carey, who is on leave from the presidency, was barred from running for re-election when a Federal monitor found that he had conspired to siphon union money into his re-election campaign in 1996.

Mr. Hall, who once worked as an oil field repairman, gained prominence last August when he and Mr. Carey were the union's chief negotiators when 185,000 teamsters went on strike against the United Parcel Service. Mr. Hall is widely viewed as a skilled negotiator, with a mind for details, but without Mr. Carey's flair. His supporters say they hope he will develop more political panache as he campaigns.

Mr. Hall's backers say he has several built-in advantages to challenge Mr. Hoffa: Mr. Hall is well-known in the 220,000-member small-package division, which includes U.P.S., and a higher percentage of that division's members vote than is the case in other teamster divisions.

Teamsters for a Democratic Union, which has long led the anti-corruption fight in the teamsters, threw its support behind Mr. Hall after several top Carey aides endorsed Mr. Hall. Many of them are believed to have had Mr. Carey's permission.

Several leaders of Teamsters for a Democratic Union had supported Tom Leedham, director of the union's warehouse division.

But Ken Paff, national coordinator of Teamsters for a Democratic Union, said it was time to rally behind one candidate. "Our No. 1 preference was to get the team to unite with a reform leader and to move ahead," Mr. Paff said

The group says it has 10,000 members in a union that has 1.4 million members.

Mr. Hoffa's campaign manager, Thomas Pazzi, noted that not all Carey supporters had rallied behind Mr. Hall. Mr. Pazzi said three prominent former Carey supporters who head big locals in California, Pennsylvania and Texas had endorsed Mr. Hoffa.

Mr. Pazzi faulted Mr. Hall as being closely linked to Mr. Carey and said, "No honest teamster should want to reward this unholy alliance's effort to keep itself in power after being completely discredited."

Mr. Pazzi said Mr. Hoffa remained the odds-on favorite to win.

Michael Cherkasky, the court-appointed monitor who is supervising the election, is expected to issue a decision next week after investigating charges brought by the Carey camp that Mr. Hoffa committed campaign-finance violations. Carey supporters have said Mr. Hoffa should be disqualified, but Mr. Hoffa has denied any improper campaign fund-raising.

Mr. Cherkasky has proposed an election timetable in which nominating ballots would go out on May 1 and new slates must be formed by May 29. Under his plan, balloting would begin on July 27 and counting would start on Aug. 25. His plan is not yet official because the Federal judge who oversees the teamsters has not approved it.

# National News Briefs

## *Reno Meets With Widow On King Assassination*

WASHINGTON, April 8 (AP) — Coretta Scott King, the widow of the Rev. Dr. Martin Luther King Jr., today presented to Attorney General Janet Reno what she termed new evidence in an appeal for another investigation of her husband's assassination.

After the two-hour private meeting, Ms. Reno said, "We will carefully review the questions and information they presented, and I will be in touch with them as soon as the review is complete."

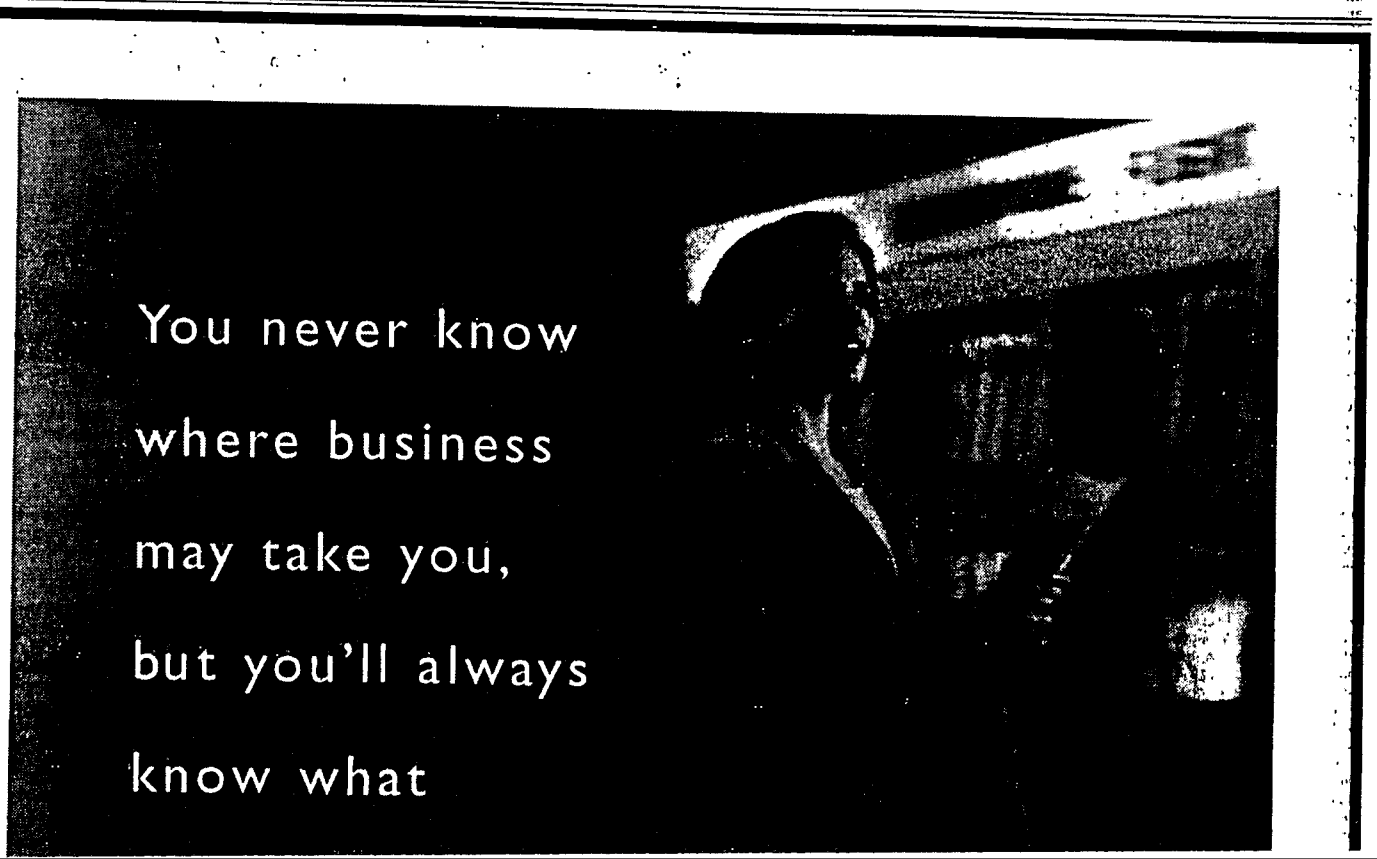
Mrs. King said afterward: "We presented new evidence that has come to our attention about the assassination of my husband. She listened very sympathetically."

Mrs. King said the evidence included "new witnesses coming forth that had never been investigated," but she would not elaborate.

James Earl Ray, 70 and dying from liver disease, pleaded guilty 11 months after the April 4, 1968, assassination but immediately recanted and has maintained his innocence since. He has sought a trial.

The King family has said in recent months that Mr. Ray was a scapegoat who did not act alone.

## *Court Asks Advice*



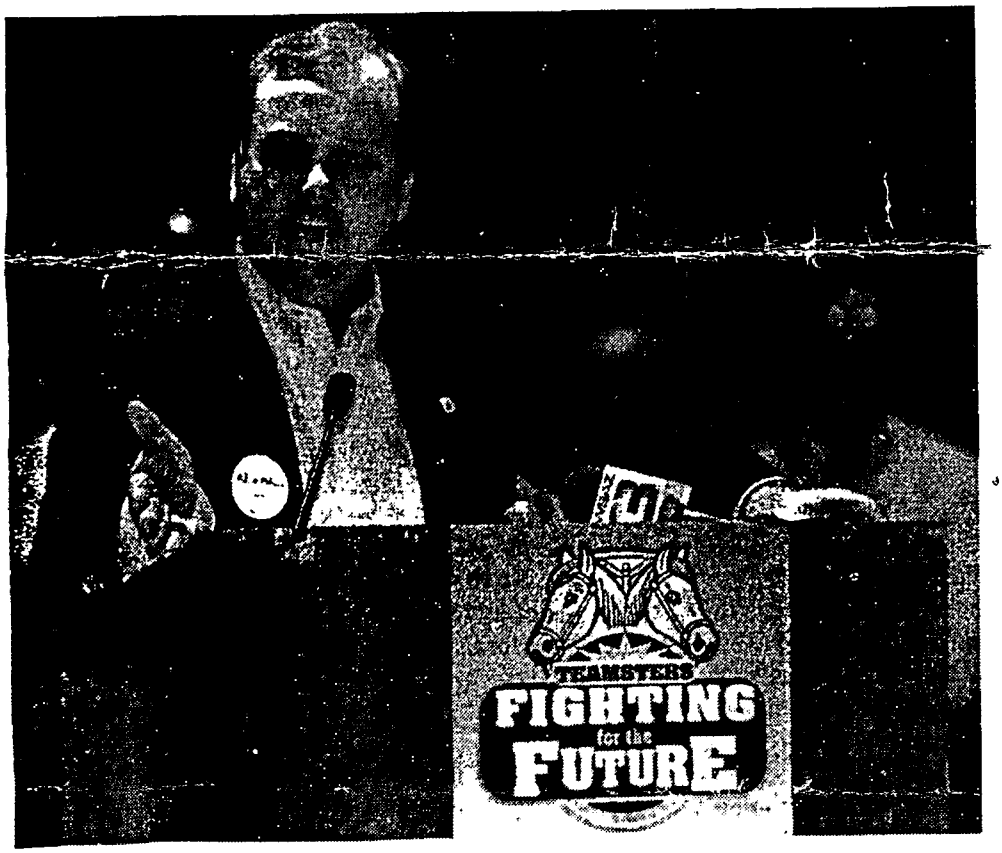
# Teamsters, Take Two

*By Jane Slaughter*

## Teamster reformers tap Ken Hall to challenge James Hoffa

Hoping that memories of the Teamsters' victory over United Parcel Service (UPS) last August are stronger than those of Ron Carey's downfall, the Teamster reform coalition has chosen Ken Hall, head of the union's parcel division, to challenge James P. Hoffa in elections this summer for the presidency of the 1.4-million-member union.

Hall, who led the Teamsters negotiations with UPS, threw his cap into the ring on April 5 at a rally in his hometown of Charleston, W.Va. Surrounded by cheering supporters from the local union he heads, Hall pointed to the 300 contracts he's negotiated and promised his campaign would be a grassroots effort that shunned the now-hated professional consultants. "My father was a Teamster," he said, "but I don't have to run on his record. I've got my own."




©1998 JIM WEST

*Ken Hall, an ally of deposed Teamster president Ron Carey, will lead the reform slate in this summer's election. Hall has strong anti-corruption credentials and negotiated the Teamsters' victory over UPS last summer.*

Although Hall did most of the hands-on bargaining with UPS last year, he is not well-known outside of the Teamsters. At the union's press conferences during the strike, he was the guy with the mustache standing next to Carey.

Hall faces an uphill battle in the election because of his opponent's name recognition and long months of campaigning. Hoffa, a labor lawyer who is the son of the murdered former Teamster president, first entered union politics when he ran against Carey for the union's top job in 1996. He came within four percentage points of defeating Carey in that race. But in August 1997, a federal election monitor ordered a rerun of the contest because of financial wrongdoing in Carey's campaign. Hoffa has been out on the hustings ever since.

Carey was disqualified from competing in the rerun election in November, based on allegations that he was personally involved in his campaign consultants illegal financial maneuvering (see "What Went Wrong," December 14, 1997). The reform camp remained without a candidate for months, as Carey appealed his removal. When it became clear that he was not coming back, he gave the nod to Hall.

It is possible that Hoffa will be disqualified as well; the election monitor is now investigating *his* 1996 campaign. If he is removed from the ballot, the union's "old guard" will have to scramble for a replacement candidate, and Hall's chances will improve considerably.

**In the end, Hall was the candidate all could agree on and the easiest to campaign for.**

At 41 years old, Hall has been a Teamster for 22 years. He began as a roustabout in West Virginia's oil fields, moving up to steward and business agent before becoming president of the 3,500-member Charleston local in 1990. Supporters stress his experience negotiating contracts for a wide range of Teamster divisions—from freight and warehouse to dairy, bakery and brewery. Although Hall did not back Carey in the union's 1991 election, Carey tapped Hall for an important anti-corruption task—abolishing the "area conferences" in 1993. Hall was one of those in charge of removing this wasteful but entrenched layer of bureaucrats from their offices.

In 1995, Carey picked him to head the 220,000-member parcel division that includes UPS. Contracts at UPS, the union's largest employer, set the pace for other big divisions such as freight. When Carey decided on a showdown with the company over part-time work, it was Hall who oversaw the details of an aggressive contract campaign and did the behind-the-scenes bargaining. The international surveyed members on their priorities, hired 18 rank-and-file members as campaign coordinators, and prodded locals to hold events like "whistle blowing days" and parking-lot rallies. These activities went on for months before the strike deadline.

Not all locals got on board, of course: Many are still under the control of officers who identify with the old guard, and even some Carey supporters are unenthusiastic about or inexperienced at mobilizing the members. This is where Hall's methods diverged from that of most union officials of his rank: He sent campaign materials not just to local union officers, as protocol would dictate, but also to painstakingly gathered lists of rank and filers, who organized around, or in spite of, their local officials.

Hall's record at UPS also demonstrates an important difference between him and the vast majority of union officials. When UPS launched a labor-management cooperation, "team concept" scheme in 1995, Hall led an aggressive campaign against it. "Once Carey said this was big time stuff," says one staffer, "Ken took the ball and ran with it. He shepherded the campaign."

In that campaign, the parcel division organized regional workshops for local union representatives to educate them on the dangers of team concept, and asked members not to cooperate with the company's team meetings. Every UPS steward in the country was sent a 15-minute video—which proclaimed "We have a team—it's the Teamsters." And the union sent a newsletter to all UPS Teamster members suggesting tactics for fighting management's program.

Rank and filers and some local officers ran with the campaign. In some locals, they refused to participate; in others the best shop floor activists volunteered as "team leaders" and turned the team meetings into discussions of job safety. The international union filed unfair labor practice charges against the company. Hall's campaign won—eventually, UPS canceled the program.

This warm-up struggle gave the Teamsters an advantage as they entered contract negotiations in 1997. In most unions, participation in cooperation programs is official union policy. Most top union officials have embraced such schemes; indeed, labor-management "partnership" (once workers are unionized) is the official line of John Sweeney's AFL-CIO. Members constantly hear from both union leaders and management that "our interests are the same." But when it comes time to fight over something, members are often unprepared. At UPS, even the average rank and filer knew the union meant business.

Before the election scandal broke, Carey was the glue that held the disparate forces of the reform coalition together. Without Carey, it took precious months for the different factions to agree on a candidate. On one side was Teamsters for a Democratic Union (TDU), the 22-year-old, independent, rank-and-file movement in the union, which has around 10,000 members. Some TDU leaders had preferred Tom Leedham, a vice-president on Carey's slate and a local president in Portland, Ore. As head of the union's warehouse division, Leedham had taken member involvement and education seriously.

On the other side were key regional leaders, such as Pennsylvania Conference President John Morris, who oppose the do-nothing style of the old guard but also have little in common with the democratic model that TDU promotes. Morris, along with George Cashman of Boston and Carroll Haynes of New York, are important vice-presidents on the reform slate because the eastern region contains a third of the Teamster membership. In 1996, the Carey slate won this region handily.

Cashman, in fact, wanted the top job himself. He put himself forward as a unity candidate and made offers to Hoffa supporters to join his slate. TDU, however, effectively put the kibosh on a Cashman bid; the group's November convention resolved, "We do not support the creation of a so-called reconciliation slate with the old guard forces."

In the end, it seemed that Hall was the candidate all could

agree on, and, because of his role at UPS, he was the easiest to campaign for. In addition, UPSers tend to vote in higher percentages than the union's other constituencies. Hall's backers are betting that he can strike a spark throughout the union. "Hall is somebody who showed in the UPS strike that he knows what workers want in this country," says Gillian Furst, a Carey appointee to the union's ethical practices committee and a rank-and-file member in a Minneapolis factory. "He did something that the labor movement is in desperate need of, and that's a victory."

Hall has also spoken at the last three TDU conventions. That group will put its considerable grass-roots muscle into his campaign. "We'll be throwing everything into keeping the old guard from taking back our union," TDU national organizer Ken Paff says. "Our biggest opponent may not be Junior Hoffa, but cynicism in some of our membership. This campaign has to give them hope for the future of the Teamsters."

On one level, the election fight will be between different versions of unionism. Many Teamsters, like members of other unions, would like to believe that a strong president can win their battles for them. Hoffa's slogan is "Restore the Power," harking back to the days when the Teamsters made employers tremble. As Paff wrote, analyzing Hoffa's 1996 election results: "Many members ... find it hard to accept that union power comes from a mobilized and involved membership. The allure of a strong leader who will slay the corporate dragon still resonates." In other words, if a big name can get results by pounding the table, why not pay your dues, sit back and let him do the work?

Hall, in contrast, told his kick-off campaign rally: "I'm not going to stand here and say, 'Vote for me—I'm such a great man that I can solve all the problems of the world.' ... our strength comes from the members."

The Hall campaign will thus have two arguments to make: that a union is not a one-man show, and that even if one great leader could "restore the power," Hoffa is not that man. Hoffa has never held any union office and therefore has no record to defend. And his old-guard allies offered employers concessions hand-over-fist and sat by as the freight industry de-unionized. "If his last name were Smith or Jones," says Hall, "and he said he wanted to be president of this union but he never negotiated a contract, never served as a steward, and never worked as a Teamster, he'd be laughed right out of this race."

Although Hoffa's showing in 1996 would seem to give him the edge, Hall's backers point to miserable showings by Hoffa supporters in a slew of recent local races. This is evidence, they hope, that the more active members—the ones who vote—do not want to go back to the old days of cronyism and corruption.

In November, 10,000 workers at Northwest Airlines voted 3-to-1 against the pro-Hoffa incumbents and for the TDU slate. In Dallas and Columbus, Ohio, reformers became president as Hoffa's guys finished third. Members of the 17,500 member Chicago Local 705 rejected Hoffa's choice for the local presidency, and re-elected an incumbent reformer. Even in Senior Hoffa's home Local 299 in Detroit, where Junior Hoffa campaigned personally for his buddies, members voted for the Carey loyalists.

In order to win, says Furst, who is a TDU leader, Hall will need to "talk to and shake hands with as many rank-and-file Teamsters as he can." "We don't want to go back," he says. "We've won so much." ■

**Jane Slaughter** *is a labor journalist in Detroit.*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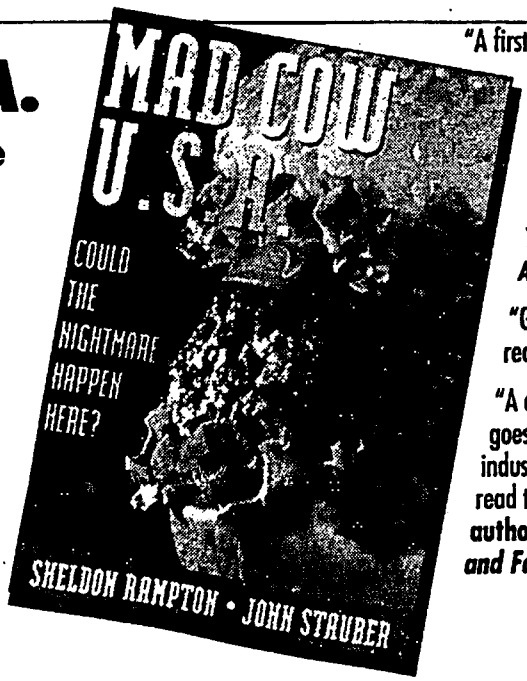


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# Hall claims experience in Teamsters race

## Teamsters candidate vows to continue fight against corruption

April 6, 1998

By STEVE MYERS

DAILY MAIL STAFF

Ken Hall's voice boomed across the meeting hall of Teamsters Local [illegible] he declared that he had years of experience and would continue to keep the mob out of the union if he were elected general president.

Teamsters need "someone who has fought corruption [illegible] keep the mob out of our union, and more importantly, keep their hands out [illegible]," Hall told a crowd of more than 400 union members and their families Sunday afternoon.

Hall compared his experience over two decades, including negotiating more than 200 contracts in different industries for Local 175, to the inexperience of his opponent James P. Hoffa.

Hoffa has never been a shop steward and has never been elected to union office, Hall said.

"What's most important, he never made a living as a Teamster. Never," he said.

"Let's face it: my opponent has a very famous name. He's running on his daddy's name," Hall said. "We all know if his last name was Smith or Jones ... he'd be laughed out of this race."

Hoffa isn't the only one who's father was a Teamster, Hall said, saying his own father was an honest, hardworking Teamster. "I can't run on his record -- I have to run on my record," he said. "My opponent has no record to run on."

Hall and others repeatedly emphasized Hall's experience during the hourlong rally. He has been a shop steward, local president and national leader, such as in last summer's United Parcel Service strike.

Hall said the UPS strike was the biggest union victory in 25 years and benefited workers in all industries and unions.

"Last summer we showed the entire country -- the entire world -- what the Teamsters united could do," he said. "We're going to build on that spirit."

The Teamsters secured a good contract because they had strong, experienced leaders at the negotiating table who knew what workers cared about, Hall said.

He sat next to then-Teamsters President Ron Carey in federally mediated negotiations after the 185,000 UPS workers went out on strike. Hall said as president he would continue to work for job security, better pensions and health insurance.

"You get that through good contracts. And to negotiate good contracts, you have to have someone who's negotiated one before," Hall said in a room that grew hotter as the audience interrupted him with cheers and standing ovations.

Since the UPS strike, Hall said workers have described getting good contracts with other employers. "(Employers) realize if you take on the Teamsters, you could get your butt kicked!" Hall shouted as the audience cheered and applauded. Ken Hall is no stranger to the rest of the country after the UPS strike, local member Jim McCoy said after the speech.

"The rest of the country already knows who he is. The UPS contract took care of that," he said.

Fund-raising started Sunday, and many members of the audience were wearing the buttons given to donors.

Hall, 41, said he would set strict guidelines on fund-raising to avoid problems. A sign behind a donation table at the back of the meeting hall said only Teamsters members "in good standing" could donate to the campaign.

Greg Dorton, principal executive officer of Local 22 in Collinsville, Va., joined other supporters from locals in Chicago, Cincinnati, Roanoke and Norfolk, Va. Dorton said Hall's youth, aggressiveness and experience were important qualities to have as president.

"Money and fame is not what members look for," he said. "He's gonna do it the legal and proper way." Hall also said the union had to support politicians not just on party ties but because of their positions on issues like

overtime, retirement security and fair trade.

Hall said he planned to be involved in all national contract negotiations as general president, including an upcoming national contract with Kroger.